



**BOARD of
CONCILIATION and ARBITRATION**

**NINETY-NINTH
ANNUAL REPORT**

JULY 1, 1984 — JUNE 30, 1985

State Library of Massachusetts
State House, Boston

Michael S. Dukakis
Governor

Diane Zaar Cochran
Chairman

THE COMMONWEALTH OF MASSACHUSETTS



Publication #14,454-28-150-5-22-86 C.R.
Approved by Daniel D. Carter, State Purchasing Agent

MR
331.11M3
A615
1984/85
p.1

THE COMMONWEALTH OF MASSACHUSETTS
BOARD OF CONCILIATION AND ARBITRATION

NINETY-NINTH ANNUAL REPORT
JULY 1, 1984-JUNE 30, 1985

LEVERETT SALTONSTALL BUILDING, GOVERNMENT CENTER
100 CAMBRIDGE STREET, ROOM 1105
BOSTON, MASSACHUSETTS 02202
TELEPHONE: (617) 727-3466

MR
331.11M3
A615
1984/85
C.1

TABLE OF CONTENTS.....PAGE

I.	THE BOARD AND ITS MISSION.....	1
II.	BOARD SERVICES.....	2
	A. INTEREST MEDIATION.....	2
	B. PREVENTIVE MEDIATION.....	5
	C. GRIEVANCE MEDIATION.....	6
	D. GRIEVANCE ARBITRATION.....	7
	E. MEDIATION OF UNFAIR LABOR PRACTICES.....	8
	F. COMMUNITY EDUCATION.....	9
III.	BOARD STAFF.....	10
IV.	HIGHLIGHTS OF FY85.....	11
	A. STRIKE RESOLUTIONS.....	12
V.	APPENDICES.....	14
	A. ARBITRATION ANALYSES.....	14
	B. INTEREST MEDIATION ANALYSES.....	20

THE UNIVERSITY OF CHICAGO

THE UNIVERSITY OF CHICAGO

THE UNIVERSITY OF CHICAGO

THE UNIVERSITY OF CHICAGO

THE UNIVERSITY OF CHICAGO

THE UNIVERSITY OF CHICAGO

THE UNIVERSITY OF CHICAGO

THE UNIVERSITY OF CHICAGO

THE UNIVERSITY OF CHICAGO

THE UNIVERSITY OF CHICAGO

THE UNIVERSITY OF CHICAGO

THE UNIVERSITY OF CHICAGO

THE UNIVERSITY OF CHICAGO

THE UNIVERSITY OF CHICAGO

THE UNIVERSITY OF CHICAGO

I. The Board and Its Mission

The Board of Conciliation and Arbitration is about to celebrate the 100th anniversary of its establishment and is the oldest state labor arbitration agency in the country. It is an independent, quasi-judicial agency within the Executive Office of Labor, but not subject to its jurisdiction. The Board has made significant progress in the past year in serving the Commonwealth while holding fast to its mandate. Chapter 23C of the General Laws, the Board's enabling act, reads:

§ 1. Declaration of Policy

It is hereby declared the public policy of this state that the best interests of the people of the state are served by the prevention or prompt settlement of labor disputes: and it shall be the responsibility and objective of the Board of Conciliation and Arbitration to take such steps as will most effectively and expeditiously encourage the parties to a labor dispute to agree on the terms of a settlement or to agree on the method and procedure which shall be used to resolve a dispute.

The Board has fulfilled its mission by providing several services to the Massachusetts labor relations community. More than 1200 unions and/or employers applied for assistance during the past three years, involving thousands of employees and virtually every political subdivision in the state. These services presently include: (1) interest mediation, mediation of disputes arising out of contract negotiations; (2) preventive mediation, conciliation of potentially disruptive situations; (3) grievance mediation, prehearing conciliation of grievance arbitration cases; (4) grievance arbitration, the final and

binding hearing and decision on disputes arising under collective bargaining agreements; (5) unfair labor practice mediation, mediation of cases referred by the State's Labor Relations Commission; (6) community education, educational outreach through participation in state, regional and national labor relations education programs, Board sponsored programs for labor and management, and public speaking engagements before the general public.

II. Board Services

A. Interest Mediation

Through mediation, the Board's staff of professional mediators assist public and private sector managements and unions to resolve disputes arising out of contract negotiations. In public sector disputes there is a second level of resolution, fact-finding, which is administered by the Board as part of its duties under M.G.L. Chapter 150E, Section 9, of the state's collective bargaining law. Additionally, the Joint Labor-Management Committee, which oversees collective bargaining negotiations and impasses for police and firefighters, requested mediation from the Board for three cases. These contractual disputes were resolved by Board mediators.

The Board's interest mediation service is used extensively by the public sector in state government, county government, municipal government, health care institutions, schools, and

housing and transportation authorities. (See Appendix A) This service is the Board's highest program priority because contract negotiation disputes have the greatest potential for causing disruptions in the workplace. In addition, disputes involving one group of employees can often set off a ripple effect on different groups working for the same employer or even other employers. Because disruption in the workplace can have substantial economic consequences for the employer, the community in which the employer is located, the union, and the employees, a speedy settlement is in the best interest of all concerned.

As public sector employers and employees are the heaviest users of the service, the Board's mediation service constitutes a form of local aid which is provided at no charge to the parties in a labor dispute. There is sound policy behind this system. The State has significant economic and non-economic interests in the rapid resolution of labor disputes. These interests should not depend on the parties' ability to pay for the help of professional neutrals.

The Board also works in conjunction with the Federal Mediation and Conciliation Service in the private sector, intervening in disputes which would have a significant effect on the Massachusetts economy. Mediation has been successful in preventing or relieving disruption in banking, financial, communication, fishing and healthcare industries. Twelve major private sector cases were resolved with Board assistance in FY85.

The chart below indicates that the Board resolved 241 public sector contractual disputes in FY85. Of the 75 open petitions, 54 were filed in the last two months of the fiscal year and were resolved near the beginning of FY86, just as eighty-five FY84 disputes were resolved during FY85. Eighty-eight percent (213) of the total disputes resolved were settled in mediation, the first level of dispute resolution; 10% (24) were settled after the dispute was referred to the second level of dispute resolution, fact-finding; 1% (2) were settled after the fact-finder's report issued; and the remaining 1% (2) were MBTA disputes which proceeded to binding interest arbitration in accordance with the requirements of M.G.L.c.161 § 19D.

TOTAL DISPUTES RECEIVED IN FY85.....	231
FY85 SETTLED IN FY85.....	156
SETTLED IN MEDIATION.....	155
REFERRED TO ARBITRATION.....	1
FY85 OPEN IN FY86.....	75
IN FACT-FINDING.....	14
IN MEDIATION.....	58
REFERRED TO ARBITRATION.....	3
PETITIONS RECEIVED LAST 2 MONTHS OF FY85.....	54
FY84 SETTLED IN FY85.....	85
SETTLED IN MEDIATION.....	84
REFERRED TO ARBITRATION.....	1
FY84 OPEN IN FY86.....	1
IN MEDIATION.....	1
TOTAL DISPUTES RESOLVED IN FY85.....	241

B. Preventive Mediation

The Board's policy is to encourage parties coming before it to settle their differences voluntarily and informally. Most employers and unions prefer to avoid litigating non-contractual disputes. At the close of FY84, the Board instituted a plan to expand the use of mediation by concentrating on preventive mediation. In the course of their duties, mediators are frequently asked by parties to sit in on discussions of issues which might cause grievances to arise or which are not resolvable through the grievance procedure.

For instance, one of the Board's mediators has established a preventive mediation process at a New Bedford area food processing company. At the request of the company or union, the mediator will speak informally with employees who may be unhappy with some aspect of their work. Then the mediator will meet with company representatives and many times an adjustment will be made which eliminates the need for a formal grievance. Even though, on some occasions, resolution of the problem may not be possible, the establishment of lines of communication between employer and employees is in itself a lasting accomplishment.

At a national corporation, another Board mediator was able to intercept twenty grievances which were to be submitted to the Board for arbitration. All twenty cases were successfully resolved through preventive mediation, resulting in a savings of \$25,000 to \$30,000 each to the company and the union involved.

Since mediation is an informal and confidential process, parties may freely disclose the essence of their disputes. The

parties are able to agree on procedures or results tailored to their needs, even if their dispute has not been or could not be referred to arbitration. Through preventive mediation, detrimental precedents are avoided while the practice of effective dispute resolution is encouraged.

C. Grievance Mediation

Where the subject matter of a case filed for Board arbitration lends itself to mediation, a staff member is assigned to offer assistance in settling the grievance on the day of the hearing, before the case is heard. Also, where records show that certain bargaining units are filing an unusually large number of grievances, the Board offers on-site mediation several weeks before the scheduled hearing. Should mediation prove unsuccessful, the arbitration case is heard by a staff member other than the mediator. The mediator is constrained from discussing the case with the arbitrator or anyone else in the interest of confidentiality. The Board also mediates grievances for parties who, if grievance mediation is not successful, would go to another forum for arbitration.

Parties who have participated in mediation usually prefer the win/win outcome of the mediation settlement as distinguished from the win/lose determination of an arbitration award. This process has prevented grievances from accumulating and has served to lay the foundation for more mature bargaining at the negotiation table. The success of the process shows in the

settlement rate; during 1985 the Board mediated 132 grievances, 96, or seventy-three percent of which were mediated to settlement. In FY85, requests for grievance mediation were nearly double the requests received in FY84. The Board's current caseload indicates a continuing growth in popularity of this new service.

D. Grievance Arbitration

Board arbitrators conduct quasi-judicial evidentiary hearings and take arguments in disputes involving the interpretation of collective bargaining agreements. The arbitrator then issues a written decision containing an award which is final and binding upon the parties.

The Board serves a sizeable statewide constituency of management and union labor relations representatives for: hospitals, fish packing and produce companies, departments of public works, police departments, fire departments, manufacturers, municipalities, trucking firms and school systems, among many others. (See Appendix B) Public sector disputes continue to comprise about half of the grievance arbitration petitions received by the Board.

Grievances cited in petitions for Board arbitration were settled without reaching the hearing stage in 67% of the total disputes resolved in FY85. Disputes may settle without a hearing in several ways; parties may have second thoughts and unilaterally withdraw the petition, parties may meet informally and reach an accord, or parties may meet with a Board mediator

and settle the issue in grievance mediation. With the Board's new emphasis on grievance mediation, an increasing number of potential arbitrations are successfully resolved in this manner. (See Part C. Grievance Mediation)

The following chart shows that 176 grievances were resolved by the Board in FY85. Sixty-seven percent of this total were resolved through a mediated settlement, 33% by an arbitrator's decision. Of the 73 open FY85 arbitrations, 21% (15) were heard in FY85 with decisions written in FY86; 53% (39) had not reached their scheduled hearing date, and 26% (19) had yet not been scheduled for hearing by the end of June 1985. Thirty-two percent of the open arbitrations were filed during the last two months of FY85.

TOTAL ARBITRATIONS RECEIVED IN FY85.....	177
PUBLIC SECTOR.....	89
PRIVATE SECTOR.....	88
FY85 GRIEVANCES RESOLVED IN FY85.....	104
FY85 SETTLED IN FY85.....	81
FY85 DECISIONS IN FY85.....	23
FY84 GRIEVANCES RESOLVED IN FY85.....	72
FY84 SETTLED IN FY85.....	37
FY84 DECISIONS IN FY85.....	35
FY85 OPEN ARBITRATIONS.....	73
RECEIVED LAST 2 MONTHS FY85.....	22
FY84 OPEN ARBITRATIONS.....	3
TOTAL GRIEVANCES RESOLVED.....	176

E. Mediation of Unfair Labor Practices

Chapter 351 of the Acts of 1981 amended Section 11 of Chapter 150E of the General Laws, permitting the Labor Relations Commission to refer certain unfair labor practice cases to the Board for mediation prior to submission to the Commission's decision-making process.

Three cases were referred to the Board in FY85 and all were successfully mediated, resulting in the withdrawal of the unfair labor practice charges pending before the Labor Relations Commission.

F. Community Education

The Board participates with other government agencies and private individuals and groups in developing and presenting educational programs for the labor relations community. Through these programs, the Board seeks to educate labor and management groups about the advantages of developing mature, productive, and harmonious relationships between labor and management, and to instruct participants in the methods, techniques and art of resolving disputes and building positive working relationships.

During FY85, the Board staff took an active role in several forums. The Chairman, Diane Zaar Cochran, was a panel member at conferences for the Association of Labor Relations Agencies (ALRA), the Society of Professionals In Dispute Resolution (SPIDR), the Massachusetts Bar Association, and the Boston Bar Association. She was a speaker at an Massachusetts Teachers Association Leadership Conference, the National Academy of

Arbitrators, and at the State-Wide Uses of Mediation Conference held at the Massachusetts Institute of Technology. Ms. Cochran has guest lectured at Tufts University, U/Mass-Amherst, and at U/Mass-Boston. The Chairman also taught two courses on Arbitration at the Boston Labor Guild as part of the Board's educational outreach. Several other Board staff members also teach mediation, labor relations and arbitration at various educational institutions throughout the state.

III. Board Staff

In FY85, the Board continued to experience extensive personnel changes. Much energy has been expended in careful hiring and in-depth training during the past two years. The result is a highly professional and competent staff. Stevens Day, previously Information Officer for the Labor Relations Commission, became a Board mediator. Marilyn Hilliard, a former paralegal, joined the staff as Research Assistant. Roseann Christo, who worked for the Commerce and Labor Committee of the State House of Representatives for ten years, was hired as a Confidential Secretary. Noelle Deas transferred from the Department of Communities and Development to the Board as a Head Clerk. Mediators Douglas Botts and William Doherty retired.

Chairman: Diane Zaar Cochran

Vice Chairman: James F. Snow

Mediator/Arbitrators: Marsha Hunter
Elliot Klitzman

	Nancy Peace Michael Ryan
<u>Mediators:</u>	Stevens Day Walter Diehl George Fitzpatrick James Leydon John Mark
<u>Research Assistant:</u>	Marilyn Hilliard
<u>Administrative Assistant:</u>	Lynette Fields
<u>Confidential Secretary:</u>	Roseann Christo
<u>Head Clerk:</u>	Noelle Deas

IV. Highlights of FY85

FY85 was punctuated by a number of significant developments, foremost of which was automation. Two IBM PC XT's were installed in the Board's offices--one in the summer of 1984, the other in the summer of 1985. After an initial training period, three years of case files and other Board records were transferred to the computer. As a result, a greater level of clerical efficiency was achieved through our new data processing capability and crucial information handling and retrieval have have improved substantially.

James F. Snow, the Vice Chairman, assisted the Chairman in the introduction of a mediator confidentiality bill to the legislature.¹ The purpose of the bill, which will amend

1. The bill, Chapter 357 of the Acts of 1985, was signed into law on September 23, 1985.

sections of M.G.L., Chapters 150 and 150E, is to help ensure that parties have complete confidence in the confidentiality of their relations with the Board similar to the attorney/client privilege, giving mediators freedom to encourage parties to thoroughly air their disputes.

Diane Zaar Cochran, the Board's Chairman, was very active in the Association of Labor Relations Agencies (ALRA). She served as Chair of the Editorial Committee, publishing three years of ALRA Annual Conference Proceedings. At ALRA's 35th Annual Conference, Ms. Cochran moderated a panel on "Job Security in the Auto Industry" and she was elected to serve as a member of that national organization's Executive Board.

A. Strike Resolution Highlights

Michael Ryan, a Board Mediator/Arbitrator, was called into the city of Chelsea in March to mediate a dispute between the School Committee and the Teachers' Union. The parties had already had 30 negotiation sessions over a nine month period after the expiration of their previous contact. No progress had been made because the teachers were deeply committed to raising their salaries (among the lowest in the state) and the School Committee was operating within one of the poorest communities in the Commonwealth. Although mediation was progressing, the 275-member union commenced a strike in May, forcing the closing of schools and resulting in litigation before the Labor Relations Commission and in Superior Court. Mediation intensified through marathon sessions at the Board's

offices, culminating in the resolution of the strike and the contract dispute.

James Leydon, Mediator, was involved in this state's first bank strike. Unionized employees of Ludlow Savings Bank instituted a strike which lasted over thirty days. The Board's mediator and a Federal mediator carefully assisted in bringing the strike to an end and resolving the differences that had led to the dispute.

In January, Nancy E. Peace, Mediator/Arbitrator, began mediating a dispute between the Quincy School Committee and the Quincy Education Association. The diversity of the union's membership and jurisdiction created significant obstacles to settlement.

The mediator met with the parties frequently over a four month period during which many issues were resolved. But, the teachers' frustration over working for nine months without a contract led them to walk out the day before spring vacation began.

The Labor Relations Commission ordered the parties to resume mediation during the vacation period and settlement was reached during a marathon session at the Board's offices Sunday, April 21, 1985, the day before school was to reopen.

EMPLOYER	1985 ARBITRATION ANALYSIS UNION	DS**
ABINGTON	ABINGTON DPW	O
AGAWAM FIRE DEPT.	IAFF	S
ALDEN CORRUGATED CONTAINER CORP.	UPIU	O
AMERICAN FLEXIBLE CONDUIT CO.	TEAMSTERS	S
AMERICAN FLEXIBLE CONDUIT CO.	TEAMSTERS	S
AMERICAN FLEXIBLE CONDUIT CO.	TEAMSTERS	D
AMESBURY	IAFF	S
AUBURN	TEAMSTERS	O
AUBURN	TEAMSTERS	O
AYER	IBPO	S
BARWOOD MANUFACTURING CO.	IBEW	S
BARWOOD MANUFACTURING CO.	IBEW	S
BELMONT	IAFF	D
BICKNELL-FULLER CORRUGATED CONTAINER	UPIU	D
BILLERICA	IAFF	S
BOSTON	AFSCME	S
BOSTON HOUSING AUTHORITY	TEAMSTERS	O
BRAINTREE	AFSCME	S
BRAINTREE	AFSCME	S
BRAINTREE	IBPO	O
BRAINTREE	AFSCME	O
BRIDGE TERMINAL INC.	TEAMSTERS	S
CANTEEN CO.	TEAMSTERS	S
CHICOPEE HOUSING AUTHORITY	PAT	D
CHILD WORLD, INC.	ALLIED NOVELTY & PRODUCTION WORKERS	S
CHILD WORLD, INC.	ALLIED NOVELTY & PRODUCTION WORKERS	S
COCA COLA BOTTLING CO.	TEAMSTERS	O
COCA COLA BOTTLING CO.	TEAMSTERS	S
COLUMBIA MANUFACTURING CO., INC.	MAW	S
COSTA FRUIT & PRODUCE CO.	TEAMSTERS	O
COSTA FRUIT & PRODUCE CO.	TEAMSTERS	O
COSTA FRUIT & PRODUCE CO.	TEAMSTERS	S
COSTA FRUIT & PRODUCE CO.	TEAMSTERS	O
COSTA FRUIT & PRODUCE CO.	TEAMSTERS	S
COSTA FRUIT & PRODUCE CO.	TEAMSTERS	O
COSTA FRUIT & PRODUCE CO.	TEAMSTERS	S
COUNCIL OF ELDERS, INC.	TEAMSTERS	O
CRAY-BURKE CO., INC.	TEAMSTERS	O
CRAY-BURKE CO., INC.	TEAMSTERS	S
DANNON CO., INC.	TEAMSTERS	D
DANNON CO., INC.	TEAMSTERS	O
DANNON CO., INC.	TEAMSTERS	S
DANVERS SCHOOL COMMITTEE	MTA	O
DIGHTON	AFSCME	S
DRACUT	IAFF	D
DRACUT	IBPO	D
EAST BRIDGEWATER SCHOOL COMMITTEE	MTA	O
ESSEX COUNTY SHERIFF'S DEPT.	AFSCME	S
ESSEX COUNTY	AFSCME	O
ESSEX COUNTY SHERIFF'S DEPT.	AFSCME	S

** DS--DISPOSITION, S--SETTLED, D--DECISION, O--OPEN **

1985 ARBITRATION ANALYSIS

EMPLOYER	UNION	DS**
ESSEX COUNTY SHERIFF'S DEPT.	AFSCME	O
ESSEX COUNTY SHERIFF'S DEPT.	AFSCME	O
ESSEX COUNTY SHERIFF'S DEPT.	AFSCME	O
ESSEX COUNTY SHERIFF'S DEPT.	AFSCME	O
EVERETT SCHOOL COMMITTEE	MTA	S
EVERETT SCHOOL COMMITTEE	MTA	O
EVERETT SCHOOL COMMITTEE	MTA	O
FALL RIVER HOUSING AUTHORITY	AFSCME	O
FALMOUTH HOUSING AUTHORITY	AFSCME	O
FOREST HILLS CEMETERY	OCAW	O
FOREST HILLS CEMETERY	OCAW	O
FOSS MANUFACTURING CO.	TEAMSTERS	S
FOSS MANUFACTURING	TEAMSTERS	O
FOSS MANUFACTURING	TEAMSTERS	S
FREETOWN	FULL-TIME FIGHTERS ASSN.	S
FRIONOR KITCHENS, INC.	TEAMSTERS	S
FRIONOR KITCHENS, INC.	TEAMSTERS	S
FRITO-LAY, INC.	TEAMSTERS	S
FRITO-LAY, INC.	TEAMSTERS	S
FRITO-LAY, INC.	TEAMSTERS	O
FRITO-LAY, INC.	TEAMSTERS	O
GLOBE FISH CO.	SEAFOOD WORKERS	O
GLOBE FISH CO.	SEAFOOD WORKERS	O
GLOBE FISH CO.	SEAFOOD WORKERS	O
GREATER LOWELL VOC.TECH.SCHOOL COM.	HOTEL, RESTAURANT & BARTENDERS	O
HALE HOSPITAL	SEIU	S
HALE HOSPITAL	SEIU	S
HALE HOSPITAL	SEIU	S
HALE HOSPITAL	TEAMSTERS	S
HALE HOSPITAL	SEIU	O
HALE HOSPITAL	TEAMSTERS	O
HALE HOSPITAL	SEIU	O
HATHAWAY OIL CO.	TEAMSTERS	O
HAVERHILL	TEAMSTERS	S
HAVERHILL	SEIU	S
HAVERHILL	TEAMSTERS	S
HAVERHILL	TEAMSTERS	S
HERTZ CORP.	TEAMSTERS	S
HERTZ CORP.	TEAMSTERS	S
HERTZ TRANSPORTATION CO.	TEAMSTERS	S
HULL	IAFF	D
J. W. DOUGLASS CORP.	TEAMSTERS	S
JAMES RIVER CORP.	IUE	S
L & S INDUSTRIES	TEAMSTERS	D
LAWRENCE READY MIXED CONCRETE	TEAMSTERS	D
MASS CRINC	TEAMSTERS	O
MEDFORD	AFSCME	S
MEDFORD	MEDFORD MUNICIPAL CLERICAL WORKERS	O
MERCHANTS TIRE CO.	TEAMSTERS	D
MERCHANTS TIRE CO.	TEAMSTERS	O
MERCHANTS TIRE CO.	TEAMSTERS	O

** DS--DISPOSITION, S--SETTLED, D--DECISION, O--OPEN **

1985 ARBITRATION ANALYSIS

EMPLOYER	UNION	DS**
MERRIMACK VALLEY AREA TRANS. CO.	TEAMSTERS	S
MERRIMACK VALLEY AREA TRANS. CO.	TEAMSTERS	D
MERRIMACK VALLEY AREA TRANS. CO.	TEAMSTERS	S
MILLBURY	MCOP	S
MILLBURY	SEIU	D
MORANE LABOR LEASING CO.	TEAMSTERS	D
MORANE LABOR LEASING CO.	TEAMSTERS	O
MORANE LABOR LEASING CO.	TEAMSTERS	O
MORANE LABOR LEASING CO.	TEAMSTERS	O
MORANE LABOR LEASING CO.	TEAMSTERS	O
NATIONAL CAR RENTAL SYSTEMS, INC.	TEAMSTERS	D
NATIONAL CAR RENTAL SYSTEMS, INC.	TEAMSTERS	O
NEWBURYPORT WASTE-WATER TREATMENT	AFSCME	S
NORTHEAST METRO.REG.VOC.SCHOOL COM.	MTA	O
NORTHEAST METRO.REG.VOC.SCHOOL COM.	MTA	O
NORTHERN BERKSHIRE REG.VOC.SCH.COM.	MTA	S
ORANGE	IAFF	O
OTIS SCHOOL COMMITTEE	MTA	D
PACKARD PAPER BOX CO.	UPIU	O
PARAGON RUBBER CORP.	IUE	S
PARAGON RUBBER CORP.	IUE	S
PARAGON RUBBER CORP.	IUE	S
PARKS CORP.	TEAMSTERS	D
PEMBROKE	IBPO	O
PLAINVILLE	FIREFIGHTERS ASSN.	S
PLYMOUTH COUNTY CORRECTIONS	IBCO	D
PLYMOUTH COUNTY SHERIFF'S DEPT.	IBCO	O
PLYMOUTH COUNTY CORRECTIONS	IBCO	S
PLYMOUTH COUNTY SHERIFF'S DEPT.	IBCO	O
PLYMOUTH COUNTY CORRECTIONS	IBCO	S
PLYMOUTH COUNTY CORRECTIONS	TEAMSTERS	S
PLYMOUTH COUNTY CORRECTIONS	IBCO	O
REICHOLD CHEMICALS INC.	OCAW	O
REVERE	AFSCME	D
REVERE	AFSCME	D
SALEM JAIL	TEAMSTERS	O
SCA-EASTERN DISPOSAL	TEAMSTERS	S
SCA-EASTERN DISPOSAL	TEAMSTERS	S
SCA-EASTERN DISPOSAL	TEAMSTERS	S
SCA-EASTERN DISPOSAL	TEAMSTERS	S
SCA-EASTERN DISPOSAL	TEAMSTERS	S
SCA-EASTERN DISPOSAL	TEAMSTERS	S
SCA-EASTERN DISPOSAL	TEAMSTERS	S
SCA-GSX	TEAMSTERS	O
SCA-GSX	TEAMSTERS	O
SCA-GSX	TEAMSTERS	O
SEEKONK	AFSCME	S
SEEKONK	IAFF	S
SERTA OF N. E., INC.	UIU	O
SPENCER	SEIU	O
SPENCER/E. BROOKFIELD REG. SCHOOL	SEIU	O

** DS--DISPOSITION, S--SETTLED, D--DECISION, O--OPEN **

1985 ARBITRATION ANALYSIS

EMPLOYER	UNION	DS**
SPRINGFIELD	IBPO	S
STANDARD LINEN SERVICE, INC.	LAUNDRY & DRY CLEANING	O
STATE LINE POTATO CHIP CO.	POTATO CHIP SALESMEN	D
STURBRIDGE SCHOOL COMMITTEE	MTA	O
SWANSEA	AFSCME	S
SWANSEA	AFSCME	S
TECHNICAL IMPEX CORP.	TEAMSTERS	O
TEXTILE SHIELD CO., INC.	DALU	O
TRANSGAS INC.	TEAMSTERS	S
TUFTS UNIVERSITY	SEIU	S
TUFTS UNIVERSITY	SEIU	S
TUFTS UNIVERSITY	SEIU	S
TUFTS UNIVERSITY	SEIU	S
TUFTS UNIVERSITY	SEIU	S
TUFTS UNIVERSITY	SEIU	S
TUFTS UNIVERSITY	SEIU	S
TUFTS UNIVERSITY	SEIU	S
UNION LABOR SERVICES, INC.	TEAMSTERS	O
WALES SCHOOL COMMITTEE	MTA	O
WALTHAM	MCOP	O
WEST BOYLSTON	TEAMSTERS	S
WEST SPRINGFIELD	IBPO	O
WESTPORT	AFSCME	O
WESTPORT	IAFF	D
WOBURN	IBPO	D
=====	=====	=====

** DS--DISPOSITION, S--SETTLED, D--DECISION, O--OPEN **

1984 ARBITRATION ANALYSIS

EMPLOYER	UNION	DS**
ALDEN CORRUGATED CONTAINER	UPIU	S
AUBURN	TEAMSTERS	S
AUBURN	USWA	S
AUBURN	TEAMSTERS	D
AUBURN	TEAMSTERS	S
AUBURN	TEAMSTERS	D
AYER	IBPO	D
BARWOOD MANUFACTURING CO.	IBEW	D
BELCHERTOWN SCHOOL COMMITTEE	BELCHERTOWN TEACHERS ASSN.	D
BOSTON	AFSCME	S
BOSTON CITY HOSPITAL	AFSCME	D
BOSTON DEPT. OF HEALTH & HOSPITALS	AFSCME	D
BOSTON DEPT. OF HEALTH & HOSPITALS	AFSCME	D
BRAINTREE	HLPE	S
BRAINTREE	IBPO	D
BRAINTREE	UWA	D
CAPE ANN TOOL CO.	BOILERMAKERS	D
CHILD WORLD, INC.	ALLIED NOVELTY UNION	D
CHILD WORLD, INC.	ALLIED NOVELTY UNION	D
CHILD WORLD, INC.	ALLIED NOVELTY UNION	S
COSTA FRUIT & PRODUCE CO.	TEAMSTERS	D
COSTA FRUIT & PRODUCE CO.	TEAMSTERS	S
COUNCIL OF ELDERS	UNITED LABOR UNIONS	S
EAST BRIDGEWATER SCHOOL COMM.	EAST BRIDGEWATER EDUCATION ASSN.	S
EAST BRIDGEWATER SCHOOL COMM.	EAST BRIDGEWATER ED. ASSN.	S
ESSEX COUNTY COMMISSIONERS	AFSCME	D
ESSEX COUNTY COMMISSIONERS	AFSCME	D
EVERETT SCHOOL COMMITTEE	EVERETT TEACHERS	D
FOSS MANUFACTURING CO.	TEAMSTERS	D
FOSS MANUFACTURING CO.	TEAMSTERS	D
FOSS MANUFACTURING CO.	TEAMSTERS	S
FOSS MANUFACTURING CO.	TEAMSTERS	S
FRIONOR KITCHENS	TEAMSTERS	S
FRIONOR KITCHENS, INC.	TEAMSTERS	D
FRIONOR KITCHENS, INC.	TEAMSTERS	D
HALE HOSPITAL	TEAMSTERS	S
HALE HOSPITAL	SEIU	S
HALE HOSPITAL	SEIU	D
HALE HOSPITAL	SEIU	S
HAVERHILL	IAFF	S
HAVERHILL	SEIU	S
HAVERHILL	SEIU	S
HAVERHILL PURIFICATION PLANT	TEAMSTERS	D
J. M. BYRNES CO.	SEAFOOD WORKERS	D
L & S INDUSTRIES	TEAMSTERS	S
LOWELL HOISING AUTHORITY	IUOE	S
LOWELL HOISING AUTHORITY	IUOE	S
LOWELL HOISING AUTHORITY	IUOE	S
LOWELL HOISING AUTHORITY	IUOE	S
MERRIMACK VALLEY TRANSPORTATION	TEAMSTERS	D
METHUEN SCHOOL COMMITTEE	METHUEN EDUCATION ASSN.	S

** DS--DISPOSITION, S--SETTLED, D--DECISION, O--OPEN **

1984 ARBITRATION ANALYSIS

EMPLOYER	UNION	DS**
METHUEN SCHOOL COMMITTEE	METHUEN EDUCATION ASSN.	S
METHUEN SCHOOL COMMITTEE	METHUEN EDUCATION ASSN.	S
O. R. COTE CO.	TEAMSTERS	D
ROURKE-ENO PAPER CO.	TEAMSTERS	D
SEEKONK DEPT. OF PUBLIC WORKS	AFSCME	D
SWANSEA	AFSCME	S
SWANSEA	AFSCME	D
SWANSEA	AFSCME	S
TANTASQUA REGIONAL SCHOOL DISTRICT	TANTASQUA REGIONAL TEACHERS ASSN.	S
TEWKSBURY	IBPO	S
TOWN OF SEEKONK	AFSCME	D
TRANSGAS, INC.	TEAMSTERS	S
TRANSGAS, INC.	TEAMSTERS	S
VAUGHN CORP.	TEAMSTERS	S
WALTHAM	MCOP	D
WARREN SCHOOL COMMITTEE	WARREN TEACHERS ASSN.	D
WEST SPRINGFIELD SCHOOL COMMITTEE	NAGE	S
WEST SPRINGFIELD SCHOOL COMMITTEE	WEST SPRINGFIELD EDUCATION ASSN.	D
WESTPORT	AFSCME	D
WESTPORT	AFSCME	D
WORCESTER COUNTY COMMISSIONERS	SEIU	S
=====	=====	=====

** DS--DISPOSITION, S--SETTLED, D--DECISION, O--OPEN **

EMPLOYER	1985 INTEREST UNION	MEDIATION ANALYSIS BARGUNIT	DS**
ABINGTON	MTA	TEACHER	O
ABINGTON	AFSCME	TREATMENT OPERATOR	S
ACTON	CWA	DISPATCHER	S
ADAMS-CHESHIRE	MTA	TEACHER	O
AGAWAM	IND	CAFETERIA	S
AGAWAM	MTA	TEACHER	S
AMESBURY	AFSCME	CAFETERIA	O
AMESBURY	AFT	TEACHER	O
AMESBURY	SEIU	NONPROFESSIONAL	S
AMESBURY	SEIU	PROFESSIONAL	S
ARLINGTON	MTA	TEACHER	S
ASHLAND	MTA	TEACHER	S
ATTLEBORO	IND	CLERICAL	S
ATTLEBORO	MTA	PROFESSIONAL	O
AVON	MTA	TEACHER	O
AYER	AFSCME	CAFETERIA	S
BARNSTABLE	MTA	DPW	S
BEDFORD	AFSCME	DPW	S
BEDFORD	MTA	PROFESSIONAL	O
BELMONT	MTA	TEACHER	S
BELMONT	MTA	AIDE	S
BEVERLY	MTA	ADMINISTRATOR	S
BEVERLY	MTA	TEACHER	O
BLACKSTONE-MILLVILLE	MTA	ADMINISTRATOR	S
BOARD OF REGENTS	MTA	FACULTY	S
BOSTON	SEIU	RN	O
BOSTON	IND	DPW	S
BOSTON	IBPO	FIRE ENGINEER	S
BOSTON	SEIU	DPW	O
BOSTON	SEIU	CLERICAL TECHNICIAN	S
BOXFORD	MTA	TEACHER	S
BRIDGEWATER-RAYNHAM	MTA	TEACHER	O
BRIMFIELD	MTA	PROFESSIONAL	O
BROCKTON	MTA	AIDE	S
BROCKTON	NAGE	CUSTODIAN	S
BROOKLINE	AFSCME	ADMINISTRATOR	S
CAMBRIDGE	TEAMSTERS	ADMINISTRATOR	S
CARVER	MTA	TEACHER	O
CHELSEA	AFT	TEACHER	S
CHICOPEE	UFCWA	ADMINISTRATOR	O
CHICOPEE	MTA	TEACHER	F
COHASSET	MTA	TEACHER	O
CONCORD-CARLISLE	MTA	DRIVER MECHANIC	O
DENNIS	AFSCME	CLERICAL	S
DIGHTON-REHOBOTH	MTA	TEACHER	S
DUDLEY-CHARLTON	MTA	PROFESSIONAL	S
DUKES	AFSCME	CORRECTIONS	O
DUXBURY	AFSCME	DISPATCHER	O
EAST LONGMEADOW	MTA	TEACHER	S
EASTON	AFSCME	CUSTODIAN	S

** S--SETTLED, F--SET.BY FF, R--SET.AFTER FF REPORT, O--OPEN **

EMPLOYER	1985 INTEREST UNION	MEDIATION ANALYSIS BARGUNIT	DS**
EVERETT	HLPE	LIBRARY	O
FAIRHAVEN	AFSCME	DPW	S
FALL RIVER	IND	ADMINISTRATOR	O
FRAMINGHAM	MTA	NURSE	O
FRANKLIN	AFSCME	DPW	S
FRANKLIN	AFSCME	CLERICAL	S
GATEWAY	AFSCME	CLERICAL	S
GILL-MONTAGUE	MTA	TEACHER	S
GLOUCESTER	AFSCME	DPW LIBRARY	S
GLOUCESTER	AFSCME	CLERICAL	S
GLOUCESTER	MTA	PROFESSIONAL	S
GREATER NEW BEDFORD TECHNICAL	TEAMSTERS	ENGINEER	S
GREENFIELD	IUE	CLERICAL LIBRARY	O
GREENFIELD	IUE	DPW	S
HADLEY	MTA	CLERICAL	S
HALE	SEIU	MAINTENANCE	S
HALE	MNA	RN	O
HAMPDEN	AFSCME	COURTOFFICER	O
HANOVER	MTA	PROFESSIONAL	S
HANSON	AFSCME	DISPATCHER	S
HANSON	MTA	NURSE	S
HARWICH	MTA	CLERICAL AIDE	S
HOLBROOK	MTA	TEACHER	O
HOLBROOK	MTA	TEACHER	S
HOLDEN	MTA	TEACHER	F
HOLDEN	AFSCME	DPW	S
HOLLISTON	IND	CLERICAL	S
HOLYOKE	MNA	RN	S
HULL	AFSCME	SEWER	O
HULL	AFSCME	DPW	O
HULL	AFSCME	PROFESSIONAL	O
LANCASTER	MTA	CLERICAL	S
LEOMINSTER	AFSCME	CUSTODIAN	O
LEOMINSTER	AFSCME	CUSTODIAN	O
LEOMINSTER	AFSCME	CUSTODIAN	O
LOWELL	SEIU	ADMINISTRATOR	S
LUDLOW	AFSCME	DPW	S
LUNENBURG	MTA	TEACHER	O
MALDEN	MTA	TEACHER	S
MANSFIELD	AFSCME	DPW	S
MARION	MTA	TEACHER	S
MASHPEE	SEIU	DPW	O
MASHPEE	SEIU	CLERICAL	O
MAYNARD	AFSCME	CLERICAL	F
MBTA	IND	SECURITYGUARD	O
MBTA	ATU	DRIVER	S
MBTA	ATU	DRIVERS	O
MBTA	OPEIU	PROFESSIONAL	O
MEDFIELD	MTA	TEACHER	S
MEDFORD	MTA	CLERICAL	S
MEDFORD	IND	CLERICAL	S

** S--SETTLED, F--SET.BY FF, R--SET.AFTER FF REPORT, O--OPEN **

EMPLOYER	1985 INTEREST UNION	ANALYSIS BARGUNIT	DS**
MELROSE	IND	DPW	S
MERRIMAC	AFSCME	LIGHTDEPT	S
MERRIMAC	AFSCME	DISPATCHER	S
METHUEN	MTA	TEACHER	O
MIDDLEBORO	AFSCME	CLERICAL	S
MIDDLESEX	SEIU	LPN	S
MIDDLESEX	IND	COURTOFFICER	S
MILFORD	AFSCME	CLERICAL	F
MONTAGUE	UE	WASTEPLANT	S
NEWTON	IUE	CUSTODIAN	S
NEWTON	AFSCME	FOREMAN	S
NEWTON	MTA	TEACHER	S
NEWTON	AFSCME	ADMINISTRATOR	S
NEWTON	IND	CLERICAL	S
NORFOLK	NAGE	CORRECTIONS	O
NORFOLK	AFSCME	ENGINEER	F
NORFOLK	MNA	RN	S
NORFOLK	AFSCME	REGISTRY	F
NORFOLK	SEIU	LPN	S
NORFOLK	AFSCME	MAINTENANCE	F
NORFOLK	AFT	TEACHER	O
NORFOLK	SEIU	ADMINISTRATOR	S
NORTH ADAMS	AFSCME	CUSTODIAN	S
NORTH ADAMS	MTA	AIDE	O
NORTH ANDOVER	AFSCME	CLERICAL	S
NORTHAMPTON	MTA	TEACHER	R
NORTHAMPTON	MTA	ADMINISTRATOR	S
NORTHBRIDGE	AFSCME	WASTEPLANT	S
NORTHERN BERKSHIRE	MTA	TEACHER	O
NORTON	AFSCME	CUSTODIAN	S
NORWELL	MTA	TEACHER	S
NORWOOD	MTA	TEACHER	S
PATHFINDER	MTA	TEACHER	O
PEABODY	IND	TRAFFIC SUPERVISOR	O
PEABODY	AFT	TEACHER	S
PEABODY	AFSCME	CLERICAL DPW	O
PEABODY	AFSCME	MAINTENANCE	S
PEABODY	AFSCME	CLERICAL	S
PEMBROKE	AFSCME	DPW	O
PEMBROKE	AFSCME	CLERICAL	S
PITTSFIELD	AFT	TEACHER	S
PITTSFIELD	AFT	PROFESSIONAL	S
PITTSFIELD	AFT	CAFETERIA	O
PITTSFIELD	AFT	DRIVER	S
PLYMOUTH	AFSCME	NONPROFESSIONAL	S
PRINCETON	MTA	TEACHER	S
QUABBIN	MTA	TEACHER	O
QUABOAG	SEIU	CAFETERIA	O
QUINCY	HLPE	CAFETERIA	O
QUINCY	HLPE	AIDE	O
QUINCY	IND	SECURITYGUARD	S

** S--SETTLED, F--SET.BY FF, R--SET.AFTER FF REPORT, O--OPEN **

EMPLOYER	1985 INTEREST UNION	MEDIATION ANALYSIS BARGUNIT	DS**
QUINCY	IND	NURSE	S
QUINCY	MNA	RN	O
QUINCY	HLPE	ADMINISTRATOR	O
QUINCY	HLPE	MAINTENANCE	S
QUINCY	HLPE	LIBRARY	O
QUINCY	MTA	ADMINISTRATOR	S
QUINCY	NAGE	CUSTODIAN	S
READING	MTA	CLERICAL	O
READING	MTA	TEACHER	O
RICHMOND	MTA	TEACHER	O
ROCKLAND	HLPE	TRAFFIC	O
ROCKPORT	AFSCME	MAINTENANCE	O
SALEM	AFT	TEACHER	O
SALEM	AFT	AIDE	S
SMITH	MTA	TEACHER	S
SOMERSET	AFSCME	CUSTODIAN	S
SOMERVILLE	IND	NONSUPERVISOR	O
SOMERVILLE	IND	SUPERVISOR	O
SOMERVILLE	AFSCME	CLERICAL	S
SOMERVILLE	MTA	TEACHER	S
SOUTH DEERFIELD	MTA	TEACHER	O
SOUTH MIDDLESEX	MTA	TEACHER	S
SOUTH MIDDLESEX REGIONAL	AFSCME	CUSTODIAN	S
SOUTHBRIDGE	MTA	TEACHER	O
SOUTHERN WORCESTER	SEIU	CLERICAL	S
SOUTHWICK	AFSCME	CLERICAL	S
SOUTHWICK	AFSCME	DISPATCHER	S
SOUTHWICK	AFSCME	HEALTH	S
SOUTHWICK	AFSCME	DPW	S
SPECTAGUARD	CAPE	SECURITY GUARDS	S
SPENCER	SEIU	CLERICAL	O
SPENCER	SEIU	DPW	S
SPRINGFIELD	MNA	RN	S
SPRINGFIELD	SEIU	LPN	S
STOUGHTON	MTA	ADMINISTRATOR	S
STOUGHTON	MTA	TEACHER	O
STOW	MTA	TEACHER	O
SUTTON	MTA	TEACHER	S
SWAMPSCOTT	AFSCME	CLERICAL	S
SWAMPSCOTT	MTA	CLERICAL	F
SWAMPSCOTT	MTA	TEACHER	S
TANTASQUA	MTA	CLERICAL	S
TANTASQUA	MTA	TEACHER	F
TAUNTON	UWA	MAINTENANCE	S
TRI-COUNTY REGIONAL TECHNICAL	MTA	TEACHER	S
UPPER CAPE REGIONAL	MTA	CUSTODIAN	S
UXBRIDGE	MTA	TEACHER	S
UXBRIDGE	AFSCME	LABORER	F
WACHUSETT	IND	TEACHER	F
WALPOLE	AFSCME	LIBRARY	S
WALPOLE	MTA	TEACHER	O

** S--SETTLED, F--SET.BY FF, R--SET.AFTER FF REPORT, O--OPEN **

EMPLOYER	1985 INTEREST UNION	MEDIATION ANALYSIS BARGUNIT	DS**
WALTHAM	MTA	TEACHER	S
WAREHAM	AFSCME	LIBRARY	S
WAREHAM	MTA	TEACHER	F
WAREHAM	AFSCME	DPW	S
WATERTOWN	MTA	TEACHER	S
WELLESLEY	AFSCME	DPW	S
WEST SPRINGFIELD	MTA	TEACHER	S
WEST SPRINGFIELD	IND	HOSPITAL	O
WESTFIELD	IND	CAFETERIA	S
WESTFIELD	MTA	NURSE	O
WESTFIELD	MTA	TEACHER	S
WESTPORT	AFSCME	DPW	S
WESTPORT	AFSCME	CLERICAL	S
WESTWOOD	NAGE	CLERICAL	O
WHITMAN	MTA	TEACHER	S
WHITMAN	COEA	CLERICAL	S
WHITMAN-HANSON	IND	SECRETARY	S
WHITMAN-HANSON	MTA	DRIVER	S
WILMINGTON	MTA	CLERICAL	S
WOODS HOLE	TEAMSTERS	CLERICAL	O
WOODS HOLE	TEAMSTERS	MAINTENANCE	S
WOODS HOLE	TEAMSTERS	NONSUPERVISOR	S
WORCESTER	IND	NURSE	S
WORCESTER	MLDC	MECHANIC	O
WORCESTER	MLDC	CUSTODIAN	O
WORCESTER	MLDC	MAINTENANCE	S
WORCESTER	NAGE	TECHNICIAN	S
WORCESTER	MLDC	CUSTODIAN	S

=====

** S--SETTLED, F--SET.BY FF, R--SET.AFTER FF REPORT, O--OPEN **

EMPLOYER	1984 INTEREST UNION	MEDIATION ANALYSIS BARGUNIT	DS**
ABINGTON	HLPE	CLERICAL	F
ABINGTON	IND	DPW	S
AMESBURY	AFSCME	CAFETERIA	F
ATHOL-ROYALSTON	IND	CLERICAL	S
AYER	AFSCME	CLERICAL	S
BARNSTABLE	MTA	TEACHER	S
BARNSTABLE	MTA	PROFESSIONAL	F
BELLINGHAM	AFSCME	TRADE CLERICAL	S
BELLINGHAM	AFSCME	DPW	S
BEVERLY	AFSCME	CLERICAL	S
BLACKSTONE-MILLVILLE	MTA	TEACHER	F
BOARD OF REGENTS	MCOP	POLICE	S
BOARD OF REGENTS	MTA	TEACHER	R
BOSTON	IND	PRINTING	F
BOSTON	MTA	SUPERVISOR	S
BURLINGTON	IND	NURSE	S
BURLINGTON	AFSCME	CLERICAL	S
CANTON	IND	ADMINISTRATOR	S
CARVER	AFSCME	DPW	S
CARVER	AFSCME	DISPATCHER	S
CENTERVILLE-OSTERVILLE FIRE DISTRICT	IND	DISPATCHER	S
CENTRAL BERKSHIRE REGIONAL	MTA	TEACHER	S
DANVERS	IND	PROFESSIONAL	S
DIMAN REGIONAL VOC.TECH.	MTA	PROFESSIONAL	S
EASTHAMPTON	MTA	TEACHER	F
EASTON	AFSCME	CLERICAL	S
FAIRHAVEN	MTA	TEACHER	S
FALL RIVER	MTA	TEACHER	S
FITCHBURG	AFSCME	MAINTENANCE	S
FOXBORO	MTA	TEACHER	S
GEORGETOWN	AFSCME	DPW	S
GLOUCESTER	AFSCME	CUSTODIAN	S
GREATER LOWELL	MTA	TEACHER	S
HAVERHILL	TEAMSTERS	WASTEPLANT	S
HAVERHILL	IND	CLERICAL	S
HAVERHILL	TEAMSTERS	WASTEPLANT	S
HOLLISTON	AFT	TEACHER	S
HOLYOKE	AFSCME	RECREATION	F
HOLYOKE	AFSCME	CLERICAL	S
HOLYOKE	AFSCME	MAINTENANCE	S
HUDSON	MTA	TEACHER	F
KING PHILIP	MTA	CUSTODIAN	S
LAWRENCE	IND	DPW	S
LUNENBURG	MTA	TEACHER	S
LYNN	AFSCME	DPW	S
MARTHA'S VINEYARD	MTA	TEACHER	S
MBTA	IND	ENGINEER	S
MBTA	IND	SUPERVISOR	S
MELROSE	AFSCME	LIBRARY	F
METHUEN	MTA	ADMINISTRATOR	S
MILFORD	AFSCME	AIDE CAFETERIA	F

** S--SETTLED, F--SET.BY FF, R--SET.AFTER FF REPORT, O--OPEN **

EMPLOYER	1984 INTEREST UNION	MEDIATION ANALYSIS BARGUNIT	DS**
MILLIS	MTA	TEACHER	S
MILTON	MTA	TEACHER	S
MOHAWK TRAIL	IND	TEACHER	S
NARRAGANSETT	IND	TEACHER	S
NEW BEDFORD	MTA	TEACHER	S
NEWBURY	MTA	TEACHER	S
NORFOLK	MTA	TEACHER	S
NORFOLK	IBCO	CORRECTIONOFFICER	S
NORTHBRIDGE	MTA	AIDE TUTOR	S
OLD COLONY REGIONAL TECH.	AFSCME	CUSTODIAN	S
PENTUCKET	AFSCME	CLERICAL	S
ROCKLAND	HLPE	TRAFFIC SUPERVISOR	S
ROCKLAND	AFSCME	DPW	S
ROCKLAND	HLPE	CLERICAL	S
SALEM	AFT	TEACHER	S
SEEKONK	AFSCME	DISPATCHER	S
SEEKONK	MTA	PROFESSIONAL	S
SHREWSBURY	IND	CLERICAL	S
SOUTH HADLEY	MTA	PARAPROFESSIONALS	F
TOPSFIELD	MTA	TEACHER	S
TOWNSEND	AFSCME	CLERICAL TRADE	S
UPPER CAPE REGIONAL	MTA	ADMINISTRATOR	F
UXBRIDGE	MTA	CLERICAL	S
WALTHAM	MCOP	POLICE	S
WAREHAM	IND	CLERICAL	S
WAYLAND	MTA	TEACHER	S
WEST SPRINGFIELD	IND	CLERICAL	S
WEST SPRINGFIELD	NAGE	CUSTODIAN	S
WESTFORD	MTA	TEACHER	S
WESTFORD	MTA	ADMINISTRATOR	S
WHITMAN	AFSCME	DPW	S
WHITMAN	AFSCME	CUSTODIAN	S
WORCESTER	SEIU	SERVICE	S
WORCESTER	MTA	BILINGUAL AIDE	S
=====	=====	=====	=====

** S--SETTLED, F--SET.BY FF, R--SET.AFTER FF REPORT, O--OPEN **

